

## Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

<b>1. Agency</b>	U.S. Department of Energy	<b>2. FY</b>	2022
<b>3. POC Name</b>	Michelle Brown	<b>4. Phone</b>	(202) 934-5226

### 5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

In FY22, the U.S. Department of Energy (DOE) remained steadfast in its commitment to hiring veterans with skillsets to fill mission critical vacancies. To actionize this commitment, DOE used a wide variety of methods to recruit and employ veterans, with a focus on disabled veterans and those with disability ratings of 30 percent or more. As a result, DOE met the targeted hiring goal for veterans with disability ratings of 30 percent or more to account for 9% of new hires (not including transfers). DOE also increased the number of veterans, disabled veterans, and 30 percent or more disabled veterans in our workforce, as compared to FY21.

a. During FY22, DOE continued to promote itself as an employer of choice for disabled veterans and their families. DOE's Human Capital and other program and staff offices participated in 103 recruitment and outreach activities, of which included 20 job fairs targeting or including disabled veterans, resulting in multiple referrals. Examples include: RecruitMilitary, Corporate Gray, Hire Heroes USA, Bender Consulting, Careers and the Disabled, U.S. Military Academy, and the U.S. Department of Veterans Affairs Veteran Readiness & Employment (VR&E). Many of these events were virtual job fairs that offered convenient, safe, and no-cost options for veterans with disabilities.

b. DOE maintained relationships and marketed employment opportunities with the U.S. Department of Veterans Affairs VR&E, the U.S. Department of Labor Office of Disability Employment Policy (ODEP), disability employment offices, vocational rehabilitation centers, military base transition assistance program offices, Work for Warriors staffing consultants, the Department of Defense's Operation Warfighter (OWF) Program, job clubs, and veteran and disability resource centers at various colleges and universities. Outreach efforts also included information sessions offering an introduction to DOE mission areas, potential career fields, and apprenticeship and internship opportunities. These information sessions were advertised to the public on a variety of channels including [www.energy.gov](http://www.energy.gov), Military Spouse Employment Partnership, USAJOBS Events, Handshake Events, and Eventbrite.

- The Office of Recruitment and Advisory Services (ORAS) Veteran Employment Program Office Manager (VEPO) and Special Placement Program Coordinator (SPPC) are listed on the Office of Personnel Management's (OPM) associated directories, and regularly receive resumes from disabled veterans. The eligible candidates are referred to DOE program and staff offices for non-competitive consideration under the Veteran Recruitment Appointment (VRA), 30 Percent or More Disabled Hiring Authority, and the Schedule A hiring authority for Individuals with Disabilities.

See FY22 DVAAP Addendum - Methods Used to Recruit and Employ Disabled Veterans.

### 6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?

Yes ☐      Somewhat ☐      No ☐

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- The Power Marketing Administration’s Human Resources Shared Service Center (PMA HR SSC), which services Western Area Power Administration (WAPA), Southwestern Power Administration (SWPA), and Southeastern Power Administration (SEPA), continued to conduct “eligibility interviews” providing veterans in-depth information about eligibilities for various hiring authorities. They established and maintained partnerships with military base transition assistance program offices including Fort Leonard Wood, MO; Whiteman Air Force Base, MO; and Tinker Air Force Base, OK. They used the Department of Labor’s Workforce Recruitment Program (WRP) resume database to directly connect with and recruit students and recent graduates who are disabled veterans.
- Bonneville Power Administration (BPA) maintained an applicant supply file for veterans eligible under VRA and 30 Percent or More Disabled Hiring Authority to ensure they received non-competitive consideration for vacant positions. The database is reviewed for eligible and qualified candidates when the competitive recruitment process begins. If any eligible and qualified candidates are found, a non-competitive certificate list is issued to the hiring manager for consideration prior to issuing certificates from the competitive recruitment.
- DOE Savannah River Site (SR) advertised all their vacant positions on Naval Submarine Base Kings Bay Fleet and Family Support Center’s job posting board to assist in the recruitment of veterans and disabled veterans. SR offered employment and resume writing assistance at a U.S. Army Base Fort Gordon Transition Assistance Program Job Fair. SR partnered with transition assistance program offices at various military installations, regularly receiving resumes from separating service members for employment consideration, resulting in the increased hiring of veterans to fill critical vacancies.
- Energy Information Administration (EIA) purchased a subscription for LinkedIn Recruiter, a platform that allowed EIA to quickly identify and recruit veterans with the skills and job experience for their vacant positions.
- National Nuclear Security Administration (NNSA) maintained its partnership with the U.S. Chamber of Commerce Foundation’s Hiring Our Heroes program, that helps veterans and transitioning service members find meaningful employment through career fairs and transition summits. NNSA regularly participated in Hiring Our Heroes career fairs and conducted direct job opportunity outreach to veterans and veterans with disabilities.
- NNSA also established relationships with several military installations in the Washington, D.C. metropolitan area, as well as with Kirtland Air Force Base, NM and Kitsap Naval Base Kitsap, WA. NNSA collaborated with the military base transition assistance program administrators and career counselors to conduct outreach and recruitment of veterans.

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- The Office of Environmental Management, Hanford Workforce Management Office, participated in the Columbia Basin Diversity and Inclusion Committee. This is a local committee in the Hanford commuting area working to promote and sustain a diverse workforce by uniting the talents of veterans, military spouses, and individuals with disabilities with the employment needs of the Columbia Basin.
- c. The Office of Economic Impact and Diversity (ED) in partnership with ORAS, held an information session for DOE program and staff offices to focus on improving outreach, recruitment, and hiring practices of underrepresented groups to include disabled veterans and 30 percent or more disabled veterans. The program and staff offices were tasked with submitting an outreach plan for engaging underrepresented communities.
- d. DOE continued to disseminate job opportunities widely through USAJOBS, [www.energy.gov/careers](http://www.energy.gov/careers), jobs boards on a variety of virtual platforms, virtual and in-person job fairs, and external recruitment channels or e-mail distribution lists targeting organizations supporting disabled veterans seeking employment.
  - The Strategic Petroleum Reserve's (SPR) Employee Management Advisory Committee (EMAC), which includes several Special Emphasis Program Managers, ensured distribution of SPR job opportunities to local disabled veterans and Veteran Employment Network Centers.
- e. Opportunities provided through employment and internship programs in FY22:
  - ORAS partnered with the Office of Environment, Health, Safety and Security (EHSS) to place a wounded warrior from the Department of Defense's OWF program.
  - The Office of Intelligence and Counterintelligence (IN) maintained their relationship with the Office of the Director of National Intelligence's Intelligence Community Wounded Warrior Program as well as Department of Defense's OWF program and have placed several interns at DOE over the years through these partnerships. In FY22, they partnered with OWF and the U.S. Army to place a wounded warrior who had a disability rating of 30 percent or more.
  - NNSA maintained contact with the U.S. Department of Veterans Affairs' VR&E program that provides support and services to veterans and veterans with disabilities in finding employment and getting education or training. NNSA worked in tandem with VR&E employment coordinators to assist veterans with disabilities in applying to vacant positions within NNSA.
  - NNSA utilized Work for Warriors, veteran employment assistance program to refer veteran resumes to NNSA hiring managers for consideration.
  - In FY22, DOE had 72 hires via the Pathways Programs, and 11 (15.3%) of those hires were veterans; 6 (8.3%) were veterans with disabilities, all of whom had disability ratings of 30 percent or more.

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- f. The Naval Reactors (NR) office under NNSA, also known as the Naval Nuclear Propulsion Program, is a unique agency that employs active-duty U.S. Navy service members in addition to DOE and Department of the Navy federal civilian employees. This provides NR with the opportunity to recruit separating and retiring service members into the agency. NR regularly held information sessions for all active-duty service members to better prepare them for transition into civilian employment and to encourage them to apply for DOE positions. NR also maintains an applicant supply file of disabled veterans to ensure they receive consideration for vacant positions under non-competitive hiring authorities including Schedule A, VRA, and 30 Percent or More Disabled Veteran. For every vacancy, the database is reviewed for qualified and eligible disabled veterans prior to posting the announcement.
- g. Additional veteran recruitment and outreach efforts:
- DOE hosted the 2022 Disability Mentoring Day in collaboration with the national effort coordinated by the American Association of People with Disabilities. The event was promoted to military base transition assistance program offices, vocational rehabilitation centers, Work for Warriors, OPM's FedsHireVets, Department of Defense's OWF program, the U.S. Department of Veterans Affairs VR&E, the U.S. Department of Labor ODEP, and was posted on Handshake and USAJOBS Events. We also promoted the event to various colleges and universities such as Gallaudet University, a private university for deaf and hard of hearing students. Participants included veterans, professionals, college students, and alumni. The virtual event was held via Microsoft Teams Live and was attended by 32 participants, four of whom were disabled veterans. Reasonable accommodation for the participants were provided during the event. Representatives from eleven of DOE's program and offices offered participants an introduction to DOE mission areas and shared their available career, apprenticeship, and internship opportunities.
- h. Efforts to increase veteran job opportunities within DOE included:
- The ORAS consulted with hiring managers on strategies for how to recruit veterans with disabilities.
  - The PMA HR SSC provided local trainings/presentations on hiring authorities and flexibilities for supervisors. They also performed resume mining on USAJOBS Agency Talent Portal and Department of Labor's WRP, whereby those with disabilities and especially disabled veterans are sought for potential non-competitive recruitment in addition to ongoing competitive recruitments by way of vacancy announcements.
  - Completion rates for mandatory training on special hiring authorities and Uniformed Services Employment and Reemployment Rights Act:
    - i. A total of 1,651 hiring managers and HR professionals (59.5%) completed "A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities."
    - ii. A total of 1,852 hiring managers and HR professionals (66.7%) completed the mandatory "Veterans Employment Training."

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- iii. A total of 1,770 hiring managers and HR professionals (63.8%) completed the “Uniformed Services Employment and Reemployment Rights Act (USERRA) Training.”
- DOE offered training sessions for new supervisors including information on the use of veteran hiring authorities to quickly fill positions. Some program areas offered additional training:
  - i. BPA offered New Manager training as part of the larger Leadership Development Program, which included the following courses:
    - a. Federal Merit System Overview
    - b. Inclusive Leadership
    - c. Civil Rights and Equal Employment Opportunity (EEO)
    - d. Diversity
- All newly appointed supervisors within NNSA were required to attend and complete a multi-day, instructor-led training course titled, “The NNSA Supervisor’s Role.” Thereafter, tenured NNSA supervisors are required to periodically attend and complete an instructor-led refresher training course titled, “The NNSA Supervisor’s Role Refresher.” During these courses, supervisors and managers receive instruction from HR subject matter experts regarding the agency’s established hiring and selection procedures and processes, including detailed instruction on the use of veterans’ preference, the use of special hiring authorities for veterans with disabilities, and reasonable accommodations.
- i. DOE’s EnergyVets Employee Resource Group and SOAR Employee Resource Group offered veterans and individuals with disabilities valuable opportunities for networking and obtaining career related information. BPA’s Military Veteran’s Resource Group provided informal support and networking to BPA veteran employees related to deployment, military leave, employment/reemployment rights of uniformed services, career development, training, mentoring, and resources to assist with the transition into the civilian workforce.
- j. The Office of Policy, Labor and Employee Relations (OPLER), within HC, provided oversight of Local Reasonable Accommodation Coordinators (LRACs) across DOE. Together, they work with managers and supervisors to provide reasonable accommodations for qualified employees and applicants with disabilities, including veterans with disabilities.
  - i. DOE HC took over the Relay Conference Captioning contract from the Office of the Chief Information Officer. The use of remote captioning has significantly increased throughout DOE providing accessibility to people who are deaf or hard of hearing.
  - ii. OPLER provided Sign Language Interpreting for applicants in the interviewing process.
- k. The Federal Employment Viewpoint Survey (FEVS) focuses on employee perceptions regarding critical areas of their work life, including areas driving employee satisfaction and commitment, leading to retention in the workforce, and enhancing the recruitment of highly

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qualified talent. A review of veteran FEVS responses revealed they align closely with the overall DOE workforce. See the [DOE FEVS FY21 report](#) on [www.energy.gov](http://www.energy.gov).

## 7. Methods used to provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

a. All DOE employees must establish an Individual Development Plan (IDP) in consultation with their supervisor within 60 days of joining DOE or being reassigned, or at the beginning of a new appraisal period. An IDP is a tool for employees to plan, guide, and document self-development. Employees are encouraged to apply for opportunities to broaden their skills and competencies for career progression. Several program and staff offices conduct regular training needs assessments to further identify workforce development needs.

- In FY22, the Office of Clean Energy Demonstrations offered two sessions for staff on “Writing Accomplishments & Owning Your IDP” to support staff development through the performance management process.

b. Learning and development opportunities are promoted through Expressions of Interest announcements for internal details, temporary promotions, and reassignment opportunities; consultations provided to employees by managers, organizational leaders, and training administrators; HC’s intranet site, HCnet; and internal email distribution lists or newsletters. Information is also distributed by veteran employee resource groups and diversity managers.

c. DOE provides career and leadership development opportunities for employees through a suite of programs, rotational opportunities, detail opportunities, corporately sponsored courses, and the departmental Learning Management System (LMS), Learning Nucleus. In addition, HC sponsored a 4-month pilot of ExecOnline virtual education space from September 30, 2021, to January 31, 2022, to provide DOE employees unique course offerings in three tracks at no cost: Managing and Working in a Hybrid and Virtual Environment, Critical Projects, and Leadership Development. Many program and staff offices also sponsor employees or offer technical training through the DOE National Training Center or outside vendors.

- The Office of Fossil Energy and Carbon Management offers a competitive Leadership and Career Development Program for employees interested in external training, and an Academic Degree Program for employees to complete or obtain a job-related degree.
- The Office of Enterprise Assessments nominated a veteran employee in FY22 to attend the Leadership for a Democratic Society Program, sponsored by OPM’s Federal Executive Institute, which challenges participants to understand the diverse goals of government and the citizens it serves.

d. Veterans with disabilities participated in internal and external leadership development training programs during FY22, as follows:

- Of the 79 OPM Leadership 360 program participants, 11 (13.9%) were veterans with disabilities, and six (7.6%) were veterans with disability ratings of 30 percent or more.
- Of the 46 employees who enrolled in the DOE Leadership Development Program (September 2022-March 2023), four (8.7%) are veterans with disabilities, and two (4.3%) are veterans with disability ratings of 30 percent or more.
- Of the 3,024 instances of Professional Skills training, 421 (13.9%) of participants were veterans with disabilities, and 329 (10.9%) were veterans with disability ratings of 30 percent or more.
- Of the 1,071 employees that participated in Supervisory Training, 139 (13.0%) were veterans with disabilities, and 98 (9.2%) were veterans with disability ratings of 30 percent or more.

See FY22 DVAAP Addendum - Methods Used to Provide or Improve Internal Advancement Opportunities.

**8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?**

Yes ☐

Somewhat ☐

No ☐

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- Of the 23 employees who enrolled in the NNSA Leadership and Career Development Program, six (26.1%) were veterans; none were veterans with disability ratings of 30 percent or more.
- e. NNSA's 1<sup>st</sup> Year Program is a year-long onboarding effort to assist with acclimating new employees to the organization's day-to-day operations; to connect new employees with senior leaders, mentors, and colleagues; and to introduce new employees to the fundamentals of NNSA. In FY22, NNSA's Learning and Career Management (LCM) enhanced its 1st Year Program by making the program a requirement for all newly hired employees. LCM has taken steps to ensure the program's components are available online to allow participation regardless of one's physical limitations or location. Reasonable accommodations were afforded to all participants.
- f. Departmental Elements offer information sessions to help employees, including veteran employees, achieve their career aspirations.
  - SR HR Advisory Office, along with the support of the SR senior management team, held several Professional Growth Seminars to discuss career paths, advancement opportunities, and how to apply and interview for vacant positions within DOE and other federal agencies.
- g. Learning Nucleus, the DOE LMS, includes a Mentoring Module that aids mentors and mentees in establishing mentoring relationships. In FY22, there were 71 pairings. Of the 95 mentors, 26 were veterans and 12 were individuals with disabilities. Of the 211 mentees, 65 were veterans and 11 were individuals with disabilities.
  - SWPA provides formal mentoring and training for those hired as High Voltage Electrician Helpers, Power System Dispatchers, and Engineer trainees, including disabled veterans and veterans with disability ratings of 30 percent or more.
  - The Office of Legacy Management's (LM) teaming structure fosters a culture of continual mentorship of all fellow team members. LM supervisors and senior staff are charged with mentoring members of their teams. LM offers temporary detail assignments where immediate needs must be addressed, where there is a learning opportunity, and/or where are existing skillsets and interest.
  - In the FY22 NNSA Mentoring Program, 16.7% of mentors were disabled veterans, and 14.3% of mentors were veterans with disability ratings of 30 percent or more.
- h. Program and staff offices conduct workforce analysis to identify potential barriers in the advancement of employees with disabilities. Noteworthy examples are:
  - The EMAC at the SPR is comprised of several Special Emphasis Program Managers, including the Veterans and Disability Program Manager. The Disability Program Manager is responsible for developing and implementing a program to address the concerns of and the problems faced by disabled applicants and employees. The Disability Program Manager works with the EMAC to identify barriers, and make recommendations resulting in the recruitment, hiring, and promotion of qualified employees with disabilities.



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- At SWPA, the Office of Diversity, Equity, Inclusion, and Accessibility works with the HR Business Partner to eliminate any identified or perceived barriers to the employment or advancement of veterans and veterans with disabilities, including those with disabilities of 30 percent or more. Hiring data is reviewed and compared with outreach efforts to target veterans with disabilities.
  - The Office of Science conducts workforce analysis to understand whether barriers to advancement exist for veterans with disabilities.
  - NNSA conducts quarterly internal audits of all delegated examining vacancy announcements to ensure compliance with veterans' hiring regulations, laws, and rules. Additionally, NNSA reviewed its personnel and training policies to ensure there are no systemic barriers which may be impeding full participation and equal opportunity for any group, including veterans with disabilities. Whenever new policies are developed, and every three years, NNSA HR reviews and recertifies personnel policies to verify no system barriers have arisen.
  - BPA continues to work on establishing and maintaining inclusive practices that improve opportunities for disabled veteran employees to participate in leadership and career development training. BPA continues to take actions to remove barriers or potential barriers to participation for disabled veterans, particularly those with disabilities of 30 percent or more. Reasonable accommodations were provided, as needed.
- i. DOE provides reasonable accommodations to ensure applicants, veterans and other employees with disabilities enjoy equal employment opportunities. Reasonable accommodations are also provided for employees to benefit from training and development opportunities. Information about the [DOE Reasonable Accommodation Program](#) is available on [www.energy.gov](http://www.energy.gov). Further, DOE takes steps to educate staff about reasonable accommodations and compliance with Section 508 of the Rehabilitation Act of 1973. Examples include:
- DOE's Section 508 Coordinator holds training sessions to educate DOE employees on compliance requirements and instructions for creating accessible content for websites, documents, and video.
  - OPLER Reasonable Accommodation provides training to supervisors and employees, develops fact sheets, and holds Community of Practice monthly meetings with DOE's LRAC community and supporting attorneys.
  - NNSA continued to ensure individuals with disabilities (both employees and applicants) were afforded Reasonable Accommodations. The agency's Reasonable Accommodation Program staff members assisted applicants, employees, and management with processing requests for reasonable accommodations; and assisted agency hiring officials with determining essential duties of positions, ensuring applicants' accessibility during the application and hiring process, identifying architectural barriers, and recommending potential modifications to ensure individuals with disabilities were provided with access and were able to successfully perform their essential duties.

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NNSA's ongoing best practices include new-hire orientation sessions for new employees to introduce them to the agency, culture, and to provide them information about the agency's Reasonable Accommodation Program.

NNSA's Reasonable Accommodation Program staff members presented live, interactive training to supervisors and managers to ensure they remained aware of their roles and responsibilities with the reasonable accommodation process. NNSA also provided on-demand, web-based reasonable accommodation training in the agency's online learning management system, Learning Nucleus, for employees to complete at their own desired pace, frequency, and time.

The Reasonable Accommodation Program staff informed all agency employees, via distribution of the OneHR Newsletter, of the agency's compliance with providing reasonable accommodation as well as the agency's compliance with Section 501 of the Rehabilitation Act of 1973 which requires agencies to provide Personal Assistance Services.

To ensure veterans with disabilities are included in all training and developmental opportunities and events, 100% of NNSA training activities provided reasonable accommodations for all participants, to accommodate all forms of disabilities.

**9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)**

- a. The ORAS within HC serves as the central coordinating authority for DOE's efforts around corporate recruitment and outreach to the veteran community. ORAS works collaboratively in the establishment of agency policy that supports special hiring programs to include disabled veterans. These efforts are strengthened by activities carried out by NNSA, BPA, HR SSCs, and other program and staff offices that are actively engaged in recruitment and outreach.
- b. The DVAAP plan defines short and long-term strategic management goals, actions, and expected outcomes for executing the DVAAP and increasing the employment of veterans, specifically veterans with disabilities.
- c. HC leadership shared and discussed the DVAAP Plan and DVAAP reporting requirements with program and staff offices, HR Business Partners, and diversity managers. Program and staff offices reported accomplishments aligning to the DOE DVAAP Plan for submission to HC. All report submissions were reviewed and evaluated to determine progress from the previous year. HC will continue to make recommendations for improving reports and hold collaborative discussions to exchange ideas for continued progress in implementing the DVAAP Plan. HC focused on executing requirements for improving the recruitment, retention, and advancement of veterans with disabilities of 30 percent or more.
- d. HC continues to use quarterly progress reviews to assess the effectiveness of the Veterans Employment Initiative and the DVAAP Plan. Several program and staff offices maintain their own oversight processes and metrics to further monitor activities within their areas of responsibility. Reporting of workforce data has been automated using Microsoft Power BI for quarterly and annual reviews.
- e. ED conducts an annual review of workforce data and information provided in conjunction with the Federal Agency Annual EEO Program Status Report (MD-715) to identify disparities or potential barriers. HC and ED continued to collaborate on corrective actions, as needed, to address perceived or actual barriers. During FY22, some offices also conducted their own analysis and/or review of FEVS data to identify potential issues and develop solutions for an inclusive workforce environment.
- f. Human Capital Management Assessment Program (HCMAP) audits were conducted in FY22. The HCMAP evaluates HR programs and personnel to ensure DOE human capital activities are effective, efficient, and compliant with federal civil service laws, regulations, and departmental policies.

**10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)**

Yes ☐ Somewhat ☐ No ☐

**11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress  
(Attach supporting addendums if needed)**

The DVAAP Plan is available at <http://www.energy.gov/hc/policy-and-guidance/human-capital-management>. Progress in executing plan objectives is carried out through DOE program and staff offices, HR SSCs, diversity managers, and others with oversight in key programmatic areas affected by plan requirements.

Noteworthy progress executing the objectives of the FY22 Plan:

- a. In FY22, DOE met our targeted hiring goal for 30 percent or more disabled veterans to account for 9% of new hires.
- b. Every year for the past five years from FY18 to FY22, DOE has had an increase in the percentage of disabled veterans and 30 percent or more disabled veterans in our workforce.
- c. Although DOE did not meet our FY22 targeted hiring goals for preference-eligible veterans and disabled veterans; the total number of veterans, veterans with disabilities, and 30 percent or more disabled veterans in the DOE workforce increased in FY22 compared to FY21.
- d. In an ongoing effort to emphasize hiring opportunities for veterans with disabilities, the PMA HR SSC continues to provide robust consultations with WAPA, SWPA, and SEPA hiring officials for every recruitment action. In these meetings, the HR experts offer guidance on hiring authorities for the hiring officials' consideration and explore in-depth the possibilities of non-competitive hiring flexibilities that include Schedule A and veterans' authorities. The individualized discussions lead to a more robust level of understanding and consideration of the hiring options. These efforts contributed to 113 new hires in FY22, 40 (35.4%) were veterans, 21 (18.6%) were veterans with disabilities, and 18 (15.9%) were veterans with disability ratings of 30 percent or more.
- e. NNSA hired 269 new hires in FY22, 94 (34.9%) were veterans, 44 (16.4%) were veterans with disabilities, and 33 (12.3%) were veterans with disability ratings of 30 percent or more.
- f. BPA hired 247 new hires in FY22, 62 (25.1%) were veterans, 32 (13.0%) were veterans with disabilities, all of whom were veterans with disability ratings of 30 percent or more.
- g. In November, Forbes named DOE to its "America's Best Employers for Veterans 2022" list, ranking the Department Number 66, the 5th best ranking for a federal agency. According to Forbes, the publication, in partnership with market research company Statista, surveyed more than 7,000 U.S. veterans (including those in the National Guard and military reserves) working for U.S.-based employers employing at least 1,000 people to "determine which excel in veteran career development, recruitment, leadership opportunities, and more."

See FY22 DVAAP Addendum - Agency Progress in Implementing the Affirmative Action Plan.

**12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?**

Yes ☐ Somewhat ☐ No ☐

# U.S. Department of Energy

## FY22 DVAAP Report Addendum: Agency Progress in Implementing the Affirmative Action Plan

### Veteran Composition in the Workforce:

- a. By the end of FY22, DOE had a workforce of 13,620 employees. Veterans accounted for 32.3% of the DOE workforce by the end of FY22, an increase from 27.7% in FY21. Veterans with disabilities accounted for 11.6% by the end of FY22, an increase from 11.3% in FY21. Veterans with disability ratings of 30 percent or more accounted for 8.8% of the DOE workforce by the end of FY22, an increase from 8.3% in FY21.

	<b>DOE Workforce</b>	<b>Number of Veterans in the Workforce</b>	<b>Disabled Veterans in the Workforce</b>	<b>30% or More Disabled Veterans (subset of disabled veterans)</b>
FY22	13,620	4,399 (32.3%)	1,579 (11.6%)	1,196 (8.8%)
FY21	13,237	3,670 (27.7%)	1,501 (11.3%)	1,102 (8.3%)
FY20	13,167	4,605 (35.0%)	1,386 (10.5%)	991 (7.5%)
FY19	12,943	4,589 (35.5%)	1,270 (9.8%)	892 (6.9%)
FY18	12,993	4,693 (36.1%)	1,222 (9.4%)	824 (6.3%)

- b. By the end of FY22, veterans at the GS-13 or equivalent level and above represented 64% (2,807 employees) of 4,399 veterans in the DOE workforce (down from 77% in FY21); disabled veterans at the GS-13 or equivalent level and above represented 22% (985 employees) of veterans in the DOE workforce (down from 24% in FY21); and veterans with disability ratings of 30 percent or more represented 17% (760 employees) of veterans in the DOE workforce (same as 17% in FY21).

### Hiring:

- a. Progress in the hiring of disabled veterans is measured against DOE's annual targeted hiring goals. FY22 targeted hiring goals for all new hires were set at 27% for preference-eligible veterans, 13% for veterans with disabilities, and 9% for veterans with disability ratings of 30 percent or more. The table below shows the hiring trend for veterans. In FY22, DOE met the targeted hiring goal for veterans with disability ratings of 30 percent or more. In FY21, DOE exceeded the targeted hiring goals for veterans with disabilities and veterans with disabilities of 30 percent or more; and came very close to meeting the goal for preference-eligible veterans. From FY18 through FY21, DOE met or exceeded the targeted hiring goals in almost all categories; except for the hiring of veterans with disabilities in FY18 and came very close to meeting targeted hiring goal of preference-eligible veterans in FY21.

	<b>Total DOE Hires</b>	<b>Preference-Eligible Veteran Hires</b>	<b>Hires of Veterans with Disabilities (Subset of preference-eligible veterans)</b>	<b>Hires of 30% or More Disabled Veterans (Subset of disabled veterans)</b>
<b>Hiring Goals</b>	<b>FY22</b>	<b>27%</b>	<b>13%</b>	<b>9%</b>
FY22	1,395*	271 (19.4%)	153 (11.0%)	131 (9.4%)

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**Implementing the Affirmative Action Plan**

<b>Hiring Goals</b>	<b>FY21</b>	<b>27%</b>	<b>12%</b>	<b>8%</b>
FY21	1,146*	289 (25.2%)	159 (13.9%)	138 (12.0%)
<b>Hiring Goals</b>	<b>FY20</b>	<b>25%</b>	<b>11%</b>	<b>7%</b>
FY20	1,025*	266 (26.0%)	150 (14.6%)	119 (11.6%)
<b>Hiring Goals</b>	<b>FY19</b>	<b>25%</b>	<b>11%</b>	<b>7%</b>
FY19	859*	212 (24.7%)	96 (11.2%)	79 (9.2%)
<b>Hiring Goals</b>	<b>FY18</b>	<b>25%</b>	<b>11%</b>	<b>7%</b>
FY18	621*	171 (27.5%)	56 (9.0%)	62 (10.0%)

\*Per OPM's calculations, these numbers do not include transfers.

**Advancement:**

- a. Of the 1,389 employees who received promotions in FY22, 522 (38%) were veterans (down from 42% in FY21), 231 (17%) were veterans with disabilities (down from 18% in FY21), and 175 (13%) were veterans with disability ratings of 30 percent or more (down from 14% in FY21).
- b. Of the veterans with disabilities who received promotions (231 total):
  - 141 (61.0%) were in grades up to GS-12 or equivalent; 109 (47.2%) were veterans with disabilities of 30 percent or more,
  - 44 (19.0%) were in grade GS-13 or equivalent; 33 (14.3%) were veterans with disabilities of 30 percent or more,
  - 51 (22.0%) were in grades GS-14 to GS-15 or equivalent; 36 (15.6%) were veterans with disabilities of 30 percent or more.

**Retention:**

- a. Although 582 veterans separated in FY22, veterans continue to represent a significant portion of the federal DOE workforce. For example:
  - In FY22, veterans represented 43.3% (1,128) of NNSA's total workforce of 2,603 employees, up from 39.2% in FY21; veterans with disabilities increased to 13.4% (349) from 12.8% in FY21; and veterans with disability ratings of 30 percent or more increased to 10.3% (268) from 9.7% in FY21.
  - In FY22, veterans represented 31.2% (910) of BPA's total workforce of 2,920 employees, slightly down from 31.4% in FY21; veterans with disabilities increased to 12.2% (355) from 10.3% in FY21; and veterans with disability ratings of 30 percent or more represented 8.8% (257).
  - In FY22, veterans represented 38.0% (421) of the Office of Environmental Management's (EM)'s total workforce of 1,107 employees, up from 28.7% in FY21; veterans with disabilities represented 13.7% (152), down from 15% in FY21; and

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veterans with disability ratings of 30 percent or more represented 10.7% (118), down from 11.3% in FY21.

### **13. POC's Name, Email, and Phone Number of Operating Components and Field Installations (If Applicable)**

Designated DVAAP Certifying Official

Name: Erin Moore

Title: Chief Human Capital Officer

Email: erin.moore@hq.doe.gov

Telephone Number: (202) 586-9558

Designated DVAAP POC Director

Director Name: Carl Durrett

Title: Director, Office of Recruitment and Advisory Services

Email: carl.durrett@hq.doe.gov

Telephone Number: (202) 940-6992

POC Name: Michelle Brown

Title: Veteran and Disability Employment Program Manager

Email: michelle.brown@hq.doe.gov

Telephone Number: (202) 934-5226



## **Agency Disabled Veterans Affirmative Action Program Accomplishment Report Electronic Reporting Instructions**

### **General Instructions:**

1. Complete all items and questions in the forms field.
2. Electronic Requirements – Agency should only submit data for what they have accomplished the previous Fiscal Year in accordance with the minimal requirements of the accomplishment report content from Title 5 CFR Part 720 Subpart C, which is provided on this form.
3. Collection of accomplishment data requires a completed accomplishment report data element that has been recorded throughout the previous Fiscal Year. Accomplishment reports may vary from agency to agency. This form provides conformity and standardization for the minimal required core data. The forms have limited characters so agency may attach addendums when needed, if the form does not allow you to capture the data completely.

### **DVAAP Accomplishment Report Information**

1. **Agency** – Provide the name of the agency.
2. **FY** – Provide the Fiscal Year of which the accomplishment report will be covered under. Examples: 2022.
3. **POC Name** – Provide the name of the point of contact.
4. **Phone** – Provide the phone number of point of contact.
5. **Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled** – Provide methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
6. **Is there an explanation of the recruitment and employment methods they have used?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided an explanation of the recruitment and employment methods they have used.
7. **Methods used to provide or improve internal advancement opportunities for disabled veterans** – Provide methods used to offer or improve internal advancement opportunities for disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement.
8. **Does agency explain the career advancement methods they have used?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explains the career advancement methods they have used.
9. **A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated** – Provide a description of how the activities of major operating components and field installations were monitored,

reviewed, and evaluated. You may attach supporting addendums if the information provided pertains to the requirement.

- 10. Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of how they monitored, reviewed and evaluated their DVAAP Activities. If applicable, indicate as well for major operating components and field installations.
- 11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress** - Provide an explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report should cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress. You may attach supporting addendums if the information provided pertains to the requirement.
- 12. Did agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explained the progress in implementing DVAAP. If there was no progress, were there reasons for the lack of progress or challenges and specific plans to overcoming their challenges?
- 13. POC's Name, Email, and Phone Number of Operating Components and Field Installations** – If applicable provide Point of contact's name, email, and phone number of operating components and field installations.